



Santa Cruz County Office of Education
 Dr. Faris Sabbah, Superintendent
 2022-2023 Certificated Management Salary Schedule
 221 Day Schedule, **Effective 7/1/2022**

| Level | Classification | Step 1 | | Step 2 | | Step 3 | | Step 4 | | Step 5 | | Step 6 | |
|-------|----------------------------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|----------|-----------|
| | | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual | Daily | Annual |
| 13 | Deputy Superintendent | \$700.57 | \$154,826 | \$735.60 | \$162,567 | \$772.38 | \$170,695 | \$811.00 | \$179,230 | \$851.54 | \$188,191 | \$894.12 | \$197,601 |
| 10 | Associate Superintendent | \$605.17 | \$133,743 | \$635.43 | \$140,431 | \$667.21 | \$147,453 | \$700.56 | \$154,824 | \$735.60 | \$162,567 | \$772.38 | \$170,695 |
| 9 | Executive Director II | \$576.36 | \$127,376 | \$605.17 | \$133,743 | \$635.43 | \$140,431 | \$667.21 | \$147,453 | \$700.56 | \$154,824 | \$735.59 | \$162,565 |
| 8 | Executive Director | \$548.91 | \$121,310 | \$576.36 | \$127,376 | \$605.17 | \$133,743 | \$635.43 | \$140,431 | \$667.21 | \$147,453 | \$700.56 | \$154,824 |
| 7 | Senior Director | \$522.77 | \$115,533 | \$548.91 | \$121,310 | \$576.36 | \$127,376 | \$605.17 | \$133,743 | \$635.43 | \$140,431 | \$667.20 | \$147,451 |
| 6 | Director | \$497.88 | \$110,032 | \$522.77 | \$115,533 | \$548.91 | \$121,310 | \$576.36 | \$127,376 | \$605.17 | \$133,743 | \$635.43 | \$140,431 |
| 5 | Assistant Director | \$474.17 | \$104,792 | \$497.87 | \$110,030 | \$522.77 | \$115,533 | \$548.91 | \$121,310 | \$576.36 | \$127,376 | \$605.18 | \$133,745 |
| 5 | Project Director/Principal | \$474.17 | \$104,792 | \$497.87 | \$110,030 | \$522.77 | \$115,533 | \$548.91 | \$121,310 | \$576.36 | \$127,376 | \$605.18 | \$133,745 |
| 4 | Coordinator | \$451.59 | \$99,801 | \$474.18 | \$104,794 | \$497.87 | \$110,030 | \$522.77 | \$115,533 | \$548.91 | \$121,310 | \$576.36 | \$127,376 |

Placement Requirements:

Placement on this schedule requires an Administrative Services credential

Work Year Defined:

Schedule is predicated on a 221 day work year. Salary Schedule reflects daily rate and annual rate based on a 221 day work year.

Stipends:

- Earned Master's Degree - 3% stipend
- Earned Doctorate - additional 2% stipend

• A 2.5% longevity stipend is awarded after 6 years of County Office service (a minimum of 5 years County Office service must be served in a management position). After 10 years of service to the County Office as a manager, an additional 2.5% stipend will be awarded; and every five years thereafter, a 2.5% stipend will be awarded. Management employees must complete 75% of available work days within the fiscal year in which they are hired in order to begin receiving longevity credit effective July 1 of that fiscal year. Otherwise, longevity will begin calculating July 1st of the following fiscal year.

Health and Welfare Coverages:

- Employees assigned to this schedule are entitled to receive vision, dental, and medical coverage for the employee and their dependents. Employees have a choice between HMO and PPO plans. Each plan has an employee premium contribution amount for which the employee can utilize a tax sheltered Section 125 Plan
- A life insurance policy is provided for every employee assigned to this schedule as well as a long-term disability plan which provides a specified level of income protection
- Employer contributions are made to the California State Teachers Retirement System (CalSTRS)
- Participation in a Section 125 tax shelter flexible spending plan and 403(b) and 457(b) annuity plans are also available

***1/1/2021 Added new position Executive Director II**

3.5% Increase & additional \$2,000 one-time, off schedule payment effective 7/1/2022

Prorated based on months of service for the 2021-2022 Fiscal Year, for employees active on 5/27/22

Superintendent Approved